

AFPC



**CIVIL ENGINEER CAREER
FIELD MANAGEMENT and the
CAREER FIELD MANAGEMENT
TEAM**

Contents

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CHIEF's Sight Picture

6 November 2002

Force Development

“Our **goal** in implementing our new Force Development construct **is to make** that **investment in all career fields and all ranks more deliberately** than we do today in order **to better prepare us for the future and better meet your expectations...** **Most importantly,** we have made sure that **this new emphasis reflects a sincere** time that you owe to other your families.”




AIR FORCE
Air & Space Power

Career Field Management (CFM)

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- DP has initiated the reorg of all job series into 22 distinct career fields
- CFM helps us obtain the goal of Force Development for our career field
- Meets Warfighter Needs (Customer)
 - Right People/Place/Time
- Addresses Personnel Lifecycle
 - Accession to Separation
- Provides Individualized Career Growth Framework
 - Right Experience/Skills/Opportunities
 - Dual Track (Leadership vs Technical)

CE Civilian Force Development

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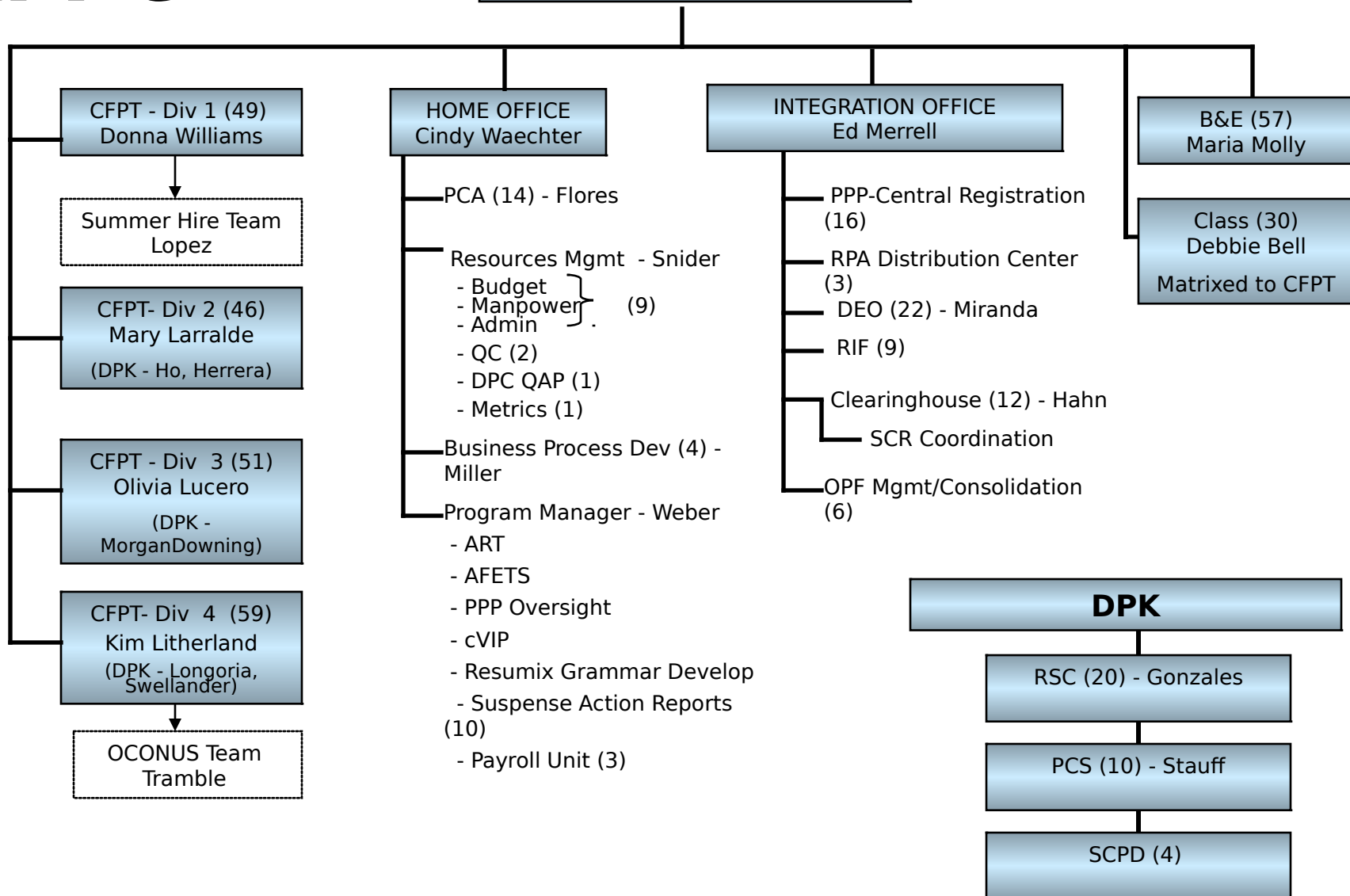
- **Goal: Deliberate, connected, career-oriented development to enable the civilian element of Total Force Development to maximize their potential, achieve personal goals, and accomplish the CE mission**
- Civilian Force Development provides...
 - ***Clearly stated goals*** for development - Career Templates/Pyramid/Professional Credentials
 - ***Improved assessment*** of individuals via Career Development Plans and Force Development Panels
 - ***Connected development*** over the course of a career
 - ***Holistic leadership development*** through all levels (tactical, operational, strategic)
 - ***Compatible with Officer Force Development*** - enables Total Force Management

DPC and DPK Restructured

AS OF: 5 MAY
04

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DPC



Career Field Personnel Teams Breakout

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Civilian Employment Directorate (DPC)



CFPT Division 1

ILM - Logistics, GS-13 (2)
ILS - Supply } GS-13
ILT - Trans

(49)

SUMMER HIRE TEAM, GS-12

CFPT Division 2

ILE - Civil Engineer, GS-13 (2)

ILV - Services, GS-13

XOI - Intel, GS-13

GS-13

XOF - Security Forces

IG - Spec Invest

SEP - Safety

SAF/IA - Foreign Area

(46)

CFPT Division 3

XI - Comm & Info, GS-13 (2)

ACQ - Contracting, GS-13

GS-13

AQR - S & E

AQX - Program Mgmt

(51)

CFPT Division 4

DP - Inst Sys } GS-13 (2)
DPL - Ed/Trn/Social
DPM - Manpower
DP - Personnel
DP - Special Duty

HC - Chaplin } GS-13
HO - Historian
SG - Medical
JA - Legal
PA - Public Affairs
XOW - Weather

FM - Financial Mgmt, GS-13

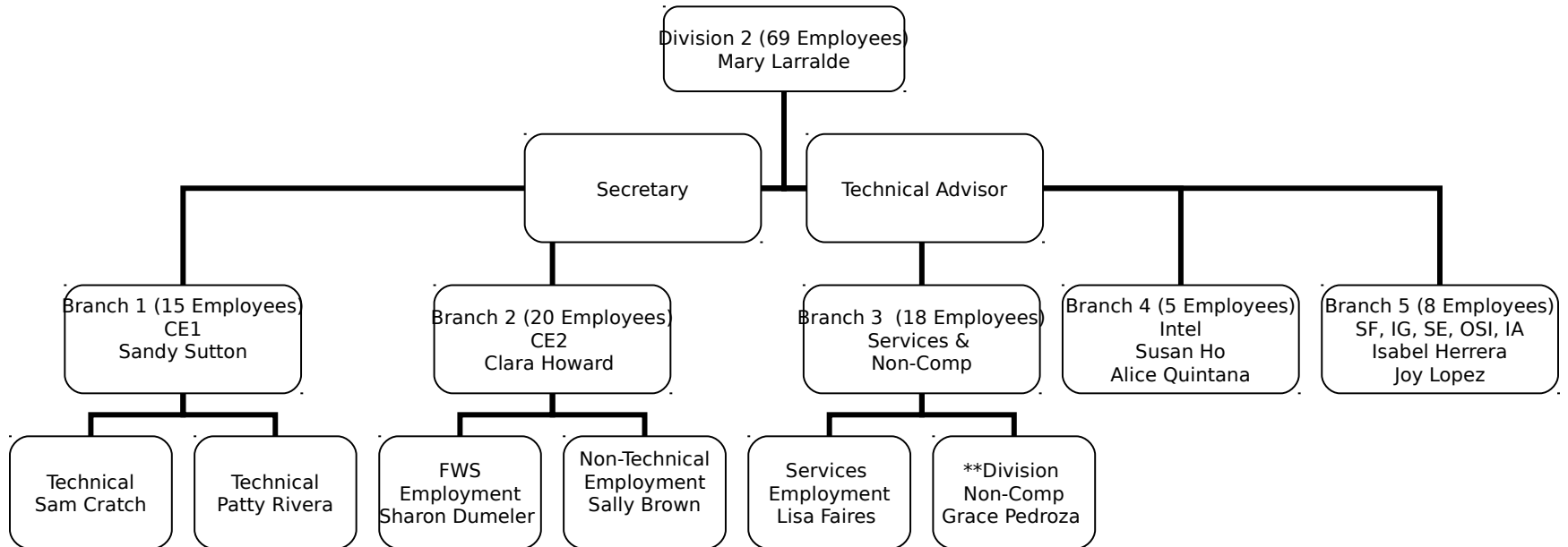
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OCONUS TEAM, GS-13

AS OF: 5 MAY

CFPT – Division 2

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****Non-Comp Cell Services Division**

Functional Employment Cells Responsible for:

- Mgmt Advisory Service
- Upfront Staffing
- Referral
- Selection to EOD

LEAN II CE Team Members

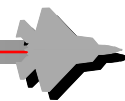
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Organizational Structure

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- Basic Requirements:
 - Functionally Aligned and Dedicated
 - All Cells Co-Located
- Includes Functional/Staffing/Classification
 - Will Not Include
 - Systems Support
 - Benefits Administration
 - Employee/Labor Relations
- “To Be” State: Four Elements
 - Force Development
 - Force Management
 - Customer Service
 - Employment

Civil Engineering Career Field Management Structure

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**AFPC &
CE Policy Council**

**CE Civilian Force
Management**

CFPT Division 2*

**Force
Development
t***

- Policy
- Data & Analysis
- Planning/Forecasting
- Resource

**Force
Management***

- Position Development
- Recruiting
- Leadership Development
- Technical Development
- Retention

**Customer
Service
Center***

- Customer Inquiries

Employment Cells

**Technical -Engr, Arch, Env.
Spec/ Scnt, Cmty Plnr, Engr
Tech**

Federal Wage System

**Non-Technical- Fire,
Housing, Real Estate,
Resources**

Employment Support Cells

Selection to EOD

**Non-competitive
Processing**

- * All functions are located in one location
- * Includes Admin Support

Force Development

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<u>Policy</u> <small>Note 1</small>	<u>Data & Analysis</u>	<u>Planning/ Forecasting</u>	<u>Resource Management</u>
<ul style="list-style-type: none"> ■ Formulate personnel policy based on direction from the policy council ■ Provide Technical Interpretations to Policy Council, CFM Team, and CE Orgs. ■ Coordinate with MAJCOM on unique policies 	<ul style="list-style-type: none"> ■ Collect, analyze, interpret data ■ Data Reconciliation 	<ul style="list-style-type: none"> ■ Project req'mnts: ■ Manpower ■ Training ■ Develop Strategies ■ Establish Metrics ■ Facilitate Planning/ Problem Solving Teams ■ Develop Marketing Plan 	<ul style="list-style-type: none"> ■ Identify <ul style="list-style-type: none"> ■ Budget req'mnts ■ Funding Sources ■ Develop POM input ■ Develop CFM FIN Plan

Services Needed

Note 1: The AFPC & CE Policy Council make final policy decisions

Force Management

AFPC



Position Development	Recruiting	Technical Development	Leadership Development	Retention
<ul style="list-style-type: none"> ■ Establish Position Criteria ■ Counseling & Guidance ■ Develop Templates ■ Facilitate Position Management ■ Workforce Restructuring 	<ul style="list-style-type: none"> ■ General <ul style="list-style-type: none"> ■ Seminars ■ Workshops ■ Field Visits ■ Targeted <ul style="list-style-type: none"> ■ E-recruiting ■ Career Fairs ■ Pro/Trade Associations 	<ul style="list-style-type: none"> ■ Facilitate <ul style="list-style-type: none"> ■ Seminars ■ Workshops ■ Licenses ■ Registrations ■ Certifications ■ Vendor Clearinghouse <ul style="list-style-type: none"> ■ Gov't ■ Private ■ Perform Specialized <ul style="list-style-type: none"> ■ Guidance ■ Counseling ■ Assistance 	<ul style="list-style-type: none"> ■ Professional & Leadership Credential Requirements/ Validation ■ Facilitate <ul style="list-style-type: none"> ■ Seminars ■ Workshops ■ Boards/Panels (e.g. EDB/ECQs, FDP/CDPs) ■ Vendor Clearinghouse <ul style="list-style-type: none"> ■ Gov't ■ Private ■ Perform Specialized <ul style="list-style-type: none"> ■ Guidance ■ Counseling ■ Assistance 	<ul style="list-style-type: none"> ■ Implement Strategies

Services Needed

Customer Service Center

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Customer Inquiries

- Customer Interface / Entry Point
- Responds to structural / criteria-based inquiries
- Refers value-based inquiries

Services Needed

Note 1: The AFPC & CE Policy Council make final policy decisions

Summary

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- CE and DP Partner to Lead the Way for CFM Implementation
 - CE defines future state
 - Example for other functional communities
 - Improves service delivery under LEAN
- Air Force-wide service under one umbrella
- Managing CE workforce for future CE mission needs